

2009/10 FISCAL YEAR COMPENSATION
Actual Wages and Total Compensation -- 2009/10 Fiscal Year

2009/10 Total Compensation

Zoning Administrator	\$84,562	FB
Admin Assistant	\$67,945	FB
Building Coordinator	\$61,078	FB
Fire Chief	\$40,854	NB
Deputy Treasurer	\$38,707	PB
Clerk	\$37,922	NB
Supervisor	\$37,802	NB
Treasurer	\$37,753	NB
Deputy Clerk	\$32,684	PB
Elections Coord	\$25,398	PB
Avg Trustee	\$6,777	NB
Custodian	\$5,196	NB
Avg PC Member	\$1,206	NB
Avg BoR Member	\$324	NB
Office employees		
Elected and appointed officials		

2009/10 Wages

Zoning Administrator	\$56,828
Admin Assistant	\$43,397
Building Coordinator	\$43,090
Clerk	\$35,100
Supervisor	\$35,100
Treasurer	\$35,100
Fire Chief	\$34,017
Deputy Treasurer	\$29,177
Deputy Clerk	\$27,171
Elections Coord	\$19,998
Avg Trustee	\$6,150
Custodian	\$4,768
Avg PC Member	\$1,075
Avg BoR Member	\$301
FB -- Full time and full benefits	
PB -- Part time and partial benefits	

NB -- no health, dental or pension benefits

Actual Wages and Total Compensation -- 2009/10 Fiscal Year

2009/10 Total Compensation Hourly Rate

Zoning Administrator	\$40.65	FB
Admin Assistant	\$32.67	FB
Fire Chief	\$31.43	NB
Deputy Treasurer	\$29.77	PB
Building Coordinator	\$29.36	FB
Clerk	\$29.17	NB
Supervisor	\$29.08	NB
Treasurer	\$29.04	NB
Deputy Clerk	\$25.14	PB

2009/10 Wages Hourly Rate

Zoning Administrator	\$27.32
Clerk	\$27.00
Supervisor	\$27.00
Treasurer	\$27.00
Fire Chief	\$26.17
Avg PC Member	\$22.40
Admin Assistant	\$20.86
Building Coordinator	\$20.72

2009/10 FISCAL YEAR COMPENSATION

09/10 Compensation and Benefits -- Employees

3/30/11

Position	Admin Assistant	Building Coordinator	Zoning Administrator	Deputy Treasurer	Deputy Clerk	Elections Coordinator	Election Worker	Custodian	Fire Chief
Name									
Start Date	6/1/1998	2/1/1994	12/1/2000	7/1/2010	11/4/2010	1/5/2010			9/1/1977
Full or Part Time	F	F	F	P	P	P	Temp	Temp	P + On Call
Salary / Wages	\$43,397	\$43,090	\$56,828	\$29,177	\$27,171	\$19,998	\$2,087	\$4,768	\$32,417
Hourly Rate	\$20.86	\$20.72	\$27.32	\$19.46	\$18.30	\$16.75	12.00/15.75	\$18.50	\$26.17
Bonus?	na	na	na	na	na	na	na	na	longevity
Bonus Value	0	0	0	0	0	0	0	0	1600
Working Hours / Week	40	40	40	25.0	25.0	25.0	na	5.0	25.0
Overtime	Y / 1.5 comp	Y / 1.5 comp	Y / 1.5 comp	N	N	N	N	N	N
Holidays	11	11	11	prorated	prorated	prorated	0	0	0
Vac Days	20	20	15	11.0	10.2	7.8	0	0	0
Vac Policy	can bank 20	can bank 20	can bank 20				na	na	na
Personal Days	9	9	9	6.57	6.12	4.68	0	0	0
Pers Day Policy	bank 20, then paid	bank 20, then paid	bank 20, then paid	bank 20, then paid	bank 20, then paid	bank 20, then paid	na	na	na
Sick Days	na	na	na	na	na	na	na	na	na
Bereavement Days	4/	4/	4/	3/	3/	2/	na	na	2/
Health Ins Max Possible	20k	20k	20k	10k x .75	10k x .75	10k x .75	na	na	na
Health Ins Actual	16435	9400	16557	3988	0	1645	0	0	0
Dental Insurance Actual	na	na	na	na	na	na	na	na	na
Vision Coverage Actual	na	na	na	na	na	na	na	na	na
Employee Life Ins Actual	na	na	na	na	na	na	na	na	na
Disability Ins Actual	na	na	na	na	na	na	na	na	na
Pension?	Y	Y	Y	Y	Y	Y	N	N	N
Pension Value	4340	4309	5683	2918	2717	2000	0	0	0
Def Pay Avail?	Y	Y	Y	Y	Y	Y	Y	Y	Y
Def Pay Value	2018	2004	0	0	1248	0	0	213	0
Assigned Vehicle?	N	N	N	N	N	N	N	N	Y
Assigned Vehicle Value	0	0	0	0	0	0	0	0	3000
Mileage Allowance?	official trips	official trips	official trips	official trips	official trips	official trips	official trips	official trips	N
Mi Allow Value	std	std	std	std	std	std	na	na	na
Tuition?	Y	Y	Y	Y	Y	Y	na	na	offsite training
Tuition Value (max)	1200	1200	1200	600	600	600			
Tuition Actual									
Offsite Training Reimb?	if budgeted	if budgeted	if budgeted	if budgeted	if budgeted	if budgeted	na	na	@ 1/2 hourly rate
Offsite Training Reimb Actual	0	805	517		345	0		0	
Workman's Comp Cost	178	177	630	104	98	89	0	63	1235
SS Mandatory?	Y	Y	Y	Y	Y	Y	N	< 600 hrs = N	Y
FICA Cost (7.65%)	1577	1293	4347	2521	1105	1666	0	152	2602
Notes	Fire Chief vehicle -- assume 12k mi/ yr, 50% pers use								
	S	S	S	H	H	H	H	H	S + H
Total Compensation	67945	61078	84562	38707	32684	25398	2087	5196	40854
Total Hours	2080	2080	2080	1300	1300	1300		258	1300
Effective Rate w/ Benefits + Taxes	32.67	29.36	40.65	29.77	25.14	19.54		20.16	31.43
Salary + Hourly + Bonus	43397	43090	56828	29177	27171	19998	2087	4768	34017
TC / Wages	157%	142%	149%	133%	120%	127%	100%	109%	120%
	\$20.86	\$20.72	\$27.32	\$22.44	\$20.90	\$15.38		\$18.50	\$26.17
BLS Equivalent Hourly Rate	\$20.86	\$20.72	\$27.32	\$19.46	\$18.30	\$16.75	12.00/15.75	\$18.50	\$23.17

March 30, 2011

SALEM TOWNSHIP COMPENSATION AND
BENEFITS COMMITTEE REPORT

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2009/10 FISCAL YEAR COMPENSATION

09/10 Compensation and Benefits -- Fire Department

4/18/11

Position	Fire Chief
Name	Mark
Start Date	9/1/1977
Full or Part Time	P + On Call
Salary	32417
Hourly Rate (runs or sched training)	26.17
Bonus?	longevity
Bonus Value	1600
Working Hours / Week	25.0
Overtime	N
Holidays	0
Vac Days	0
Vac Policy	na
Personal Days	0
Pers Day Policy	na
Sick Days	na
Bereavement Days	na
Health Ins Max Possible	na
Health Ins Actual	0
Dental Insurance Actual	na
Vision Coverage Actual	na
Employee Life Ins Actual	na
Disability Ins Actual	na
Pension?	Y
Pension Value	0
Def Pay Avail?	Y
Def Pay Value	0
Assigned Vehicle?	Y
Assigned Vehicle Value	3000
Mileage Allowance?	N
Mi Allow Value	na
Tuition?	Y
Tuition Value (max)	1200
Tuition Actual	
Offsite Training Reimb?	@ 1/2 hourly rate
Offsite Training Reimb Actual	
Workman's Comp Cost	1235
SS Mandatory?	Y
FICA Cost (7.65%)	2602
Notes	Fire Chief vehicle -- S + H
Total Compensation	40854
Total Hours	1300
Effective Rate w/ Benefits + Taxes	31.43

2009/10 FISCAL YEAR COMPENSATION

09/10 Compensation and Benefits -- Elected Officials and Appointees

03/30/11

Committee

Position	Supervisor	Treasurer	Clerk	Trustee	PC Chair	PC Sec	PC Member	BoR Chair	BoR Sec	BoR Member	ZBA Chair	ZBA Member	Member
Name	Robert	Paul	David	4	Dwight	Karen	5	Frank	Mary	2	Diane	4	
Start Date	11/1/2008	11/1/2008	11/1/2004										
Full or Part Time	P	P	P	P	Per Diem	Per Diem	Per Diem	Temp	Temp	Temp	Per Diem	Per Diem	Volunteer
Salary	35100	35100	35100	6150	7526			1204			0		0
Hourly Rate	27.00	27.00	27.00	15.77	~39	~34	~44	14.85	15.35	14.35	~39	~44	0
Bonus?	na	na	na	na	na			na			na		
Bonus Value	0	0	0	0	0			0			0		
Est. Working Hrs / Wk - Hrs / Mtg - Hrs / Yr	25	25	25	7.5	4			21			3		
Overtime	na	na	na	na	na			na			na		
Holidays	0	0	0	0	0			0			0		
Vac Days	0	0	0	0	0			0			0		
Vac Policy	na	na	na	na	na			na			na		
Personal Days	0	0	0	0	0			0			0		
Pers Day Policy	na	na	na	na	na			na			na		
Sick Days	na	na	na	na	na			na			na		
Bereavement Days	na	na	na	na	na			na			na		
Health Ins Max Possible	na	na	na	na	na			na			na		
Health Ins Actual	0	0	0	0	0			0			0		
Dental Insurance Actual	na	na	na	na	na			na			na		
Vision Coverage Actual	na	na	na	na	na			na			na		
Employee Life Ins Actual	na	na	na	na	na			na			na		
Disability Ins Actual	na	na	na	na	na			na			na		
Pension?	N	N	N	N	N			N			N		
Pension Value													
Def Pay Avail?	Y	Y	Y	Y	N			N			N		
Def Pay Value	0	0	1632	216									
Assigned Vehicle?	N	N	N	N	N			N			N		
Assigned Vehicle Value													
Mileage Allowance?	official trips	official trips	official trips	official trips	official trips			official trips			official trips		official trips
Mi Allow Value	std	std	std	std	std			std			std		std
Tuition?	N	N	N	N	N			N			N		N
Tuition Value (max)													
Tuition Actual													
Offsite Training Reimb?	if budgeted	if budgeted	if budgeted	if budgeted	if budgeted			if budgeted			if budgeted		if budgeted
Offsite Training Reimb Actual	225	176	345	0	340								
Workman's Comp Cost	67	67	67	12	0			0			N		
SS Mandatory?	Y	Y	Y	Y?	N			N			N		
FICA Cost (7.65%)	2410	2410	778	399	576			92			0		
Notes	S	S	S	S	PD			H			PD		
Total Compensation	37802	37753	37922	6777	8442			1296					
Total Hours	1300	1300	1300	390	336			84					
Effective Rate w/ Benefits + Taxes	29.08	29.04	29.17	17.38	25.13			15.43					

2009/10 FISCAL YEAR COMPENSATION

Observations

The three highest compensated positions are the only three Township employees that work full time

Average annual total compensation of \$71,195

Average annual wages of \$47,772

Average annual benefit, tax and insurance costs of \$ 23,423

Average hourly rate of total compensation of \$ 40.09

The 3 elected officials, their deputies and the fire chief are the second highest compensation group

Average annual total compensation of \$37,625

Average annual wages of \$32,611

Average annual benefit, tax and insurance costs of \$ 5,014

Average hourly rate of total compensation of \$ 29.10

Assumptions

Hours worked are not clearly established for some positions therefore the following was assumed:

The Supervisor, Treasurer and Clerk work 25 hours per week

Trustees work 7.5 hours per week

Fire Chief works 25 hours per week

Planning Commission members work 4 hours per meeting

Assumed the Fire Chief's vehicle use at 50% personal of the 12,000 annual vehicle mileage

Longevity Pay is considered a wage bonus

Total Compensation includes all wage, benefit, tax and insurance costs to the Township